

NP-4 CO 36.25 HOUR PLAN EFFECTIVE January 10, 2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CO	1	Annual	\$25,945.00	\$26,731.00	\$27,512.00	\$28,302.00	\$29,124.00	\$29,944.00	\$30,766.00	\$31,536.00	\$32,362.00	\$33,734.00
		Bi-Wk	\$994.07	\$1,024.18	\$1,054.10	\$1,084.37	\$1,115.87	\$1,147.28	\$1,178.78	\$1,208.28	\$1,239.93	\$1,292.50
		Daily	\$99.41	\$102.42	\$105.41	\$108.44	\$111.59	\$114.73	\$117.88	\$120.83	\$124.00	\$129.25
		Hourly	\$13.72	\$14.13	\$14.54	\$14.96	\$15.40	\$15.83	\$16.26	\$16.67	\$17.11	\$17.83
CO	2	Annual	\$26,785.00	\$27,599.00	\$28,419.00	\$29,276.00	\$30,131.00	\$30,984.00	\$31,846.00	\$32,643.00	\$33,498.00	\$34,896.00
		Bi-Wk	\$1,026.25	\$1,057.44	\$1,088.86	\$1,121.69	\$1,154.45	\$1,187.13	\$1,220.16	\$1,250.69	\$1,283.45	\$1,337.02
		Daily	\$102.63	\$105.75	\$108.89	\$112.17	\$115.45	\$118.72	\$122.02	\$125.07	\$128.35	\$133.71
		Hourly	\$14.16	\$14.59	\$15.02	\$15.48	\$15.93	\$16.38	\$16.83	\$17.26	\$17.71	\$18.45
CO	3	Annual	\$28,277.00	\$29,316.00	\$30,363.00	\$31,406.00	\$32,456.00	\$33,503.00	\$34,548.00	\$35,413.00	\$36,341.00	\$37,812.00
		Bi-Wk	\$1,083.41	\$1,123.22	\$1,163.34	\$1,203.30	\$1,243.53	\$1,283.64	\$1,323.68	\$1,356.82	\$1,392.38	\$1,448.74
		Daily	\$108.35	\$112.33	\$116.34	\$120.33	\$124.36	\$128.37	\$132.37	\$135.69	\$139.24	\$144.88
		Hourly	\$14.95	\$15.50	\$16.05	\$16.60	\$17.16	\$17.71	\$18.26	\$18.72	\$19.21	\$19.99
CO	4	Annual	\$29,600.00	\$30,680.00	\$31,756.00	\$32,833.00	\$33,912.00	\$34,988.00	\$36,061.00	\$36,963.00	\$37,932.00	\$39,445.00
		Bi-Wk	\$1,134.10	\$1,175.48	\$1,216.71	\$1,257.97	\$1,299.32	\$1,340.54	\$1,381.65	\$1,416.21	\$1,453.34	\$1,511.31
		Daily	\$113.41	\$117.55	\$121.68	\$125.80	\$129.94	\$134.06	\$138.17	\$141.63	\$145.34	\$151.14
		Hourly	\$15.65	\$16.22	\$16.79	\$17.36	\$17.93	\$18.50	\$19.06	\$19.54	\$20.05	\$20.85
CO	5	Annual	\$31,011.00	\$32,122.00	\$33,226.00	\$34,338.00	\$35,442.00	\$36,550.00	\$37,663.00	\$38,605.00	\$39,616.00	\$41,172.00
		Bi-Wk	\$1,188.17	\$1,230.73	\$1,273.03	\$1,315.64	\$1,357.94	\$1,400.39	\$1,443.03	\$1,479.12	\$1,517.86	\$1,577.48
		Daily	\$118.82	\$123.08	\$127.31	\$131.57	\$135.80	\$140.04	\$144.31	\$147.92	\$151.79	\$157.75
		Hourly	\$16.39	\$16.98	\$17.56	\$18.15	\$18.74	\$19.32	\$19.91	\$20.41	\$20.94	\$21.76
CO	6	Annual	\$32,501.00	\$33,649.00	\$34,794.00	\$35,932.00	\$37,079.00	\$38,225.00	\$39,366.00	\$40,352.00	\$41,411.00	\$43,011.00
		Bi-Wk	\$1,245.25	\$1,289.24	\$1,333.11	\$1,376.71	\$1,420.66	\$1,464.56	\$1,508.28	\$1,546.06	\$1,586.63	\$1,647.94
		Daily	\$124.53	\$128.93	\$133.32	\$137.68	\$142.07	\$146.46	\$150.83	\$154.61	\$158.67	\$164.80
		Hourly	\$17.18	\$17.79	\$18.39	\$18.99	\$19.60	\$20.21	\$20.81	\$21.33	\$21.89	\$22.74
CO	7	Annual	\$34,104.00	\$35,277.00	\$36,455.00	\$37,626.00	\$38,797.00	\$39,973.00	\$41,147.00	\$42,175.00	\$43,283.00	\$44,930.00
		Bi-Wk	\$1,306.67	\$1,351.61	\$1,396.75	\$1,441.61	\$1,486.48	\$1,531.54	\$1,576.52	\$1,615.91	\$1,658.36	\$1,721.46
		Daily	\$130.67	\$135.17	\$139.68	\$144.17	\$148.65	\$153.16	\$157.66	\$161.60	\$165.84	\$172.15
		Hourly	\$18.03	\$18.65	\$19.27	\$19.89	\$20.51	\$21.13	\$21.75	\$22.29	\$22.88	\$23.75
CO	8	Annual	\$35,807.00	\$37,011.00	\$38,218.00	\$39,421.00	\$40,631.00	\$41,837.00	\$43,043.00	\$44,122.00	\$45,279.00	\$46,979.00
		Bi-Wk	\$1,371.92	\$1,418.05	\$1,464.30	\$1,510.39	\$1,556.75	\$1,602.96	\$1,649.16	\$1,690.50	\$1,734.83	\$1,799.97
		Daily	\$137.20	\$141.81	\$146.43	\$151.04	\$155.68	\$160.30	\$164.92	\$169.05	\$173.49	\$180.00
		Hourly	\$18.93	\$19.56	\$20.20	\$20.84	\$21.48	\$22.11	\$22.75	\$23.32	\$23.93	\$24.83
CO	9	Annual	\$37,555.00	\$38,791.00	\$40,032.00	\$41,273.00	\$42,512.00	\$43,748.00	\$44,985.00	\$46,110.00	\$47,321.00	\$49,071.00
		Bi-Wk	\$1,438.89	\$1,486.25	\$1,533.80	\$1,581.35	\$1,628.82	\$1,676.17	\$1,723.57	\$1,766.67	\$1,813.07	\$1,880.12
		Daily	\$143.89	\$148.63	\$153.38	\$158.14	\$162.89	\$167.62	\$172.36	\$176.67	\$181.31	\$188.02
		Hourly	\$19.85	\$20.50	\$21.16	\$21.82	\$22.47	\$23.12	\$23.78	\$24.37	\$25.01	\$25.94

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CO	10	Annual	\$39,454.00	\$40,722.00	\$41,992.00	\$43,267.00	\$44,537.00	\$45,810.00	\$47,083.00	\$48,259.00	\$49,528.00	\$51,333.00
		Bi-Wk	\$1,511.65	\$1,560.23	\$1,608.89	\$1,657.74	\$1,706.40	\$1,755.18	\$1,803.95	\$1,849.01	\$1,897.63	\$1,966.79
		Daily	\$151.17	\$156.03	\$160.89	\$165.78	\$170.64	\$175.52	\$180.40	\$184.91	\$189.77	\$196.68
		Hourly	\$20.86	\$21.53	\$22.20	\$22.87	\$23.54	\$24.21	\$24.89	\$25.51	\$26.18	\$27.13
CO	11	Annual	\$41,388.00	\$42,689.00	\$44,001.00	\$45,304.00	\$46,604.00	\$47,910.00	\$49,213.00	\$50,441.00	\$51,765.00	\$53,630.00
		Bi-Wk	\$1,585.75	\$1,635.60	\$1,685.87	\$1,735.79	\$1,785.60	\$1,835.64	\$1,885.56	\$1,932.61	\$1,983.34	\$2,054.79
		Daily	\$158.58	\$163.56	\$168.59	\$173.58	\$178.56	\$183.57	\$188.56	\$193.27	\$198.34	\$205.48
		Hourly	\$21.88	\$22.56	\$23.26	\$23.95	\$24.63	\$25.32	\$26.01	\$26.66	\$27.36	\$28.35
CO	12	Annual	\$43,420.00	\$44,856.00	\$46,296.00	\$47,736.00	\$49,175.00	\$50,614.00	\$52,051.00	\$53,354.00	\$54,755.00	\$56,695.00
		Bi-Wk	\$1,663.61	\$1,718.63	\$1,773.80	\$1,828.97	\$1,884.10	\$1,939.24	\$1,994.30	\$2,044.22	\$2,097.90	\$2,172.23
		Daily	\$166.37	\$171.87	\$177.38	\$182.90	\$188.41	\$193.93	\$199.43	\$204.43	\$209.79	\$217.23
		Hourly	\$22.95	\$23.71	\$24.47	\$25.23	\$25.99	\$26.75	\$27.51	\$28.20	\$28.94	\$29.97
CO	16	Annual	\$52,433.00	\$54,139.00	\$55,841.00	\$57,547.00	\$59,249.00	\$60,955.00	\$62,658.00	\$64,226.00	\$65,912.00	\$68,139.00
		Bi-Wk	\$2,008.93	\$2,074.30	\$2,139.51	\$2,204.87	\$2,270.08	\$2,335.45	\$2,400.69	\$2,460.77	\$2,525.37	\$2,610.69
		Daily	\$200.90	\$207.43	\$213.96	\$220.49	\$227.01	\$233.55	\$240.07	\$246.08	\$252.54	\$261.07
		Hourly	\$27.71	\$28.62	\$29.52	\$30.42	\$31.32	\$32.22	\$33.12	\$33.95	\$34.84	\$36.01
CC		Annual	\$30,694.00									
		Bi-Wk	\$1,176.02									
		Daily	\$117.61									
		Hourly	\$16.23									